

**2013 CITY OF SAN JOSE – CEO NEGOTIATIONS
TENTATIVE AGREEMENT**

CITY PROPOSAL #13 – HEALTH/DENTAL IN LIEU


City Proposed Language:

ARTICLE 7 WAGES AND SPECIAL PAY

- 7.9.3 The payment-in-lieu of health and/or dental insurance program is available to full-time employees who are not on a reduced workweek of less than thirty-five (35) regular work hours per week or unpaid leave and have alternate group health and/or dental coverage. To qualify, an employee must provide proof of alternate group coverage to Human Resources. Alternate coverage must be acceptable by the City.
- 7.9.5 Payments for the in-lieu insurance program will be discontinued if an employee becomes ineligible for the program. An employee's ineligible status would include but not be limited to the following situations: employment status changes from full to part time, employee is on an unpaid leave of absence, employee is on a reduced work week of less than thirty-five (35) regular work hours per week, or employee loses or does not have alternate insurance coverage. An employee whose in-lieu payments are discontinued may enroll, if eligible, in a health and/or dental plan during the next annual open enrollment period.

**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

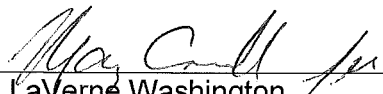


Alex Gurza
Deputy City Manager

5-15-13

Date

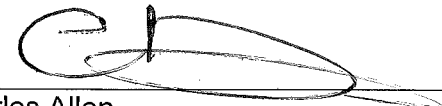
FOR THE UNIONS:



LaVerne Washington
President
CEO, AFSMCE Local 101

5/15/13

Date



Charles Allen
Business Agent
AFSCME, Local 101

5/15/13

Date